Cases and solutions for conflict of interests

The manual's purpose is to help officials and also other public sector employees to solve situations involving a conflict of interests [1]. It provides an overview of the most common situations involving a conflict of interests that Estonian public sector's employees have encountered.

Every case listed on the website consists of a problem description and recommendations to solve the situation. The code of conducts is definitely a recommendation, not binding rules of conduct. The manual was prepared accounting for the restrictions set out in legislation and the wider values of public service.

It is impossible and unpurposeful to adopt laws to solve all ethically problematic situations encountered in the public sector. Such situations are very rich in nuances and a single solution cannot always be offered. This is why the website provides points of discretion to keep in mind, instead.


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